



Sailor Advocacy Lynch-Pin to the Future of Distribution



Sailor Advocacy

- **Long term focus on career**
- **Command driven team detailing**
- **Expand options**
- **Shapes expectations**



Hard Rudder



Traditional Billet Based Detailing

- **Short-Term “Fill the Next Billet” Focus**
- **Command Leadership REACTS to Detailing Decisions**
- **Sailor incidental to process**
- **Sailor has no advocate**

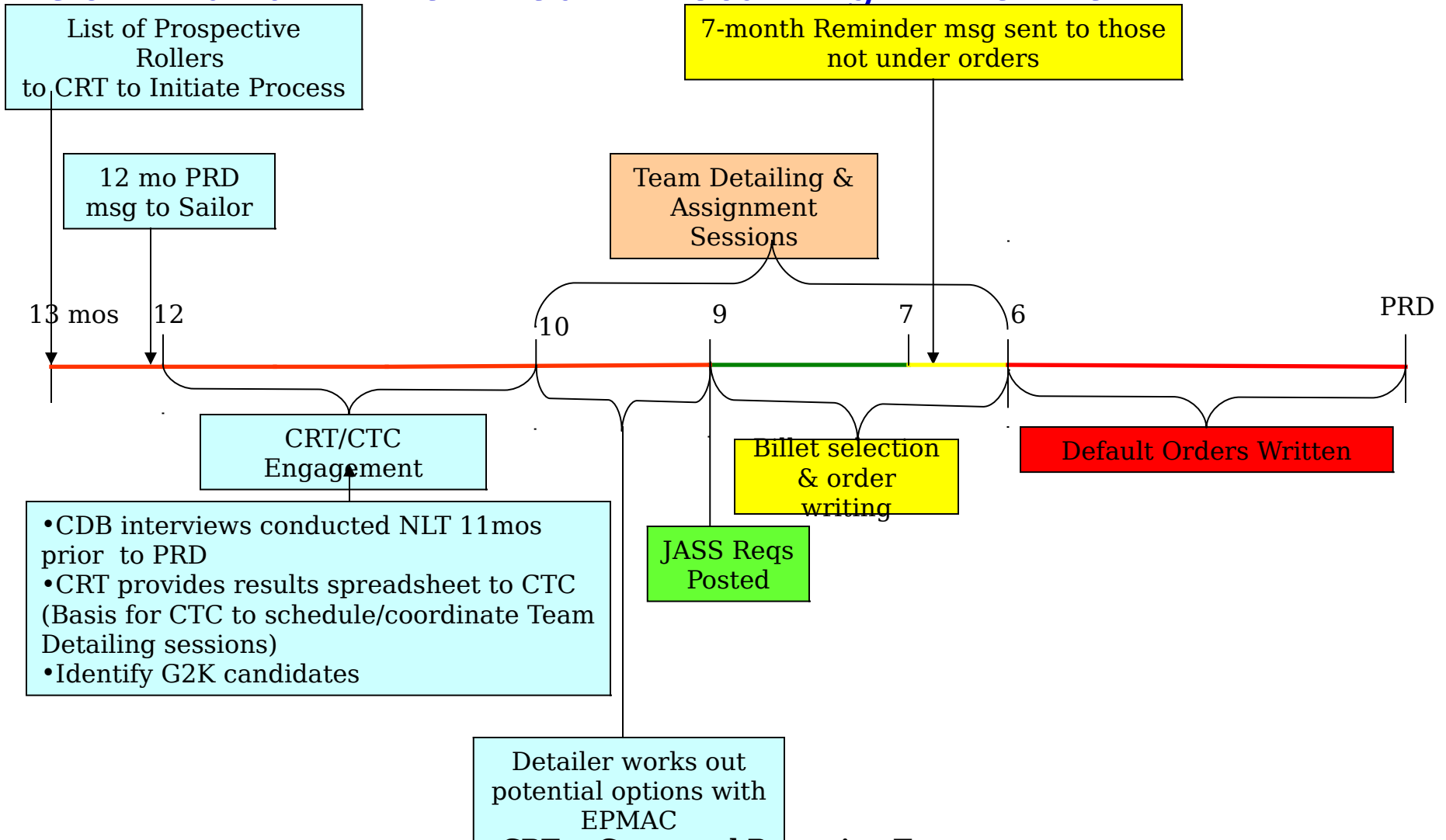
Command Driven Team Detailing

- **Long-Term “Career Management” Focus**
- **Command Leadership DRIVES detailing process**
- **Sailor is focus of process**
- **Detailer is Sailor’s advocate**

KEY to SUCCESS: Effective Leadership/Mentoring



Command Driven Team Detailing Timeline



CRT = Command Retention Team
CTC = NPC Command Team Coordinator



Sailor Advocacy Works



- **USS THACH: COMMAND TEAM DETAILING**
 - » **FY 01 1st QTR - 3rd QTR**
 - » **1st Term Reenlistment rates rose 17% (33 % to 50%)**
 - » **1st Term Attrition lowered 13% (33% to 20%)**
- **VFA-22: SHAPING EXPECTATIONS**
 - » **“29 of 30 personnel received desired assignments. Only one did not get her preference”**



This is not your
Senior Chief's detailee.

“DT2 Marquez works for you ”

NAVY
accelerate your life.